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MINUTES

OF THE

CIA CAREER COUNCIL

18th Meeting, Thursday, 9 February 1956, 4:00 p.m.  
Room 115, Administration Building

Present: Lyman B. Kirkpatrick, IG, Acting Chairman  
          [REDACTED] C/OC-A, Alt. for D/CO, Member  
          [REDACTED] DD/P, Alt. for DD/P, Member  
          [REDACTED] A/DDI/AD, Alt. for DD/I, Member  
          [REDACTED] AD/TR, Alt. for DTR, Member  
          [REDACTED] AD/Pers, Alt. for D/Pers, Member  
          Lawrence K. White, DD/S, Member  
          [REDACTED] Executive Secretary  
          [REDACTED] Reporter

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Guests

Members and Consultants of the ad hoc Committee on  
Foreign Language Development

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[REDACTED] OTR  
[REDACTED] /P  
[REDACTED] OC  
[REDACTED] DD/S  
[REDACTED] OTR

1. The minutes of the 17th Meeting of the CIA Career Council were approved as distributed. It was confirmed that the DDCI had established the policy that no numerical or adjectival rating be computed from Fitness Reports. It was also confirmed that in the event of a Reduction in Force, which was extremely unlikely, it was the intent of the presentation at the previous meeting that all personnel would compete on a World-wide basis and that there would not be separate competitive areas for the DD/I, DD/P and DD/S.

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☐ DECLASSIFIED  
CLASS. CHANGED TO: TS S (C)  
NEXT REVIEW DATE: 2011  
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2. The "Foreign Language Development Program" was discussed in detail. It was recognized that a) it would take some time to get the program underway with respect to enlarging the training facilities and qualifying persons to receive the incentive award, and b) the legality of paying a monetary bonus or award had not yet been established with finality. There was discussion of the difficulty that would be encountered in establishing world-wide requirements for language competences. [It was agreed that this was the ~~final~~ responsibility of the Director of Personnel along with his responsibility for job qualifications, but that he could only do it with the assistance of the Heads of Operating Components and of the Language Training Staff.] The scale of awards was discussed and tentatively approved. It was agreed that unless language was made part of a duty assignment, no great results from the program should be expected since it has been demonstrated that most persons can not learn a language adequately in their spare time. It was agreed that the Staff Study be accepted and forwarded to the Director for his approval, and that the Regulation be referred back to Regulations Control Staff for editorial and technical revision and that it be published after coordination with the Office of Personnel, the Office of Training and the Language Task Force.

3. It was agreed that the problem of election of category or status by Agency military reservists would be mentioned at the Director's Senior Staff meeting on the following Monday.

4. The question of "Identification of Positions on T/O's" and the proposed new Assignment and Promotion regulations were discussed. The Council reserved judgment on these matters until it could reconsider the Career Service Grade Authorization mechanism which had been contained in the Staff Study "Revised Personnel Promotion and Assignment Policies". This Staff Study had been approved by the Council on 10 November and subsequently by the Director on 27 November. The Council urged that a simpler mechanism to achieve the same ends be found if possible. The proposed Regulations were withdrawn and the DD/S agreed to have the matter restudied and presented to the Council again at a future meeting.

5. The Council adjourned at 4:50 to meet again on 1 March 1956.

Executive Secretary  
CIA Career Council

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